

The Public Interest Law Handbook

A Law For Change Publication
by Alice Eager and Hugo Van Dyke



About Law For Change

Law For Change was established with the goal of enabling lawyers and law students in Aotearoa to harness their legal skills to serve the public good. We seek to build and strengthen the public interest law community in New Zealand, by: motivating young lawyers to work in public interest law, showcasing public interest pathways, uniting like-minded individuals committed to public interest law, and sparking further debate about the role of lawyers in our society. Our vision is of a vibrant, principled, and progressive legal community in Aotearoa that is committed to addressing unmet legal needs and using law as a tool to make a difference.

If you want to know more about Law For Change you can find us online at [**http://www.lawforchange.co.nz/**](http://www.lawforchange.co.nz/)

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Introduction

Kia Ora, this handbook is designed to help you to serve the broader public by using your legal skills. Inside you will find information to help you take advantage of the huge range of opportunities that public interest law encompasses. This is by no means an exhaustive list! Don't be afraid to make your own opportunities.

Our goal is that after reading this handbook, you will have a clear idea of how to direct your education and career towards serving the public interest. We provide a variety of inspiring stories and contact points to get you started.

What is "public interest" law?

We are non-prescriptive about what the definition of public interest law is. It is more important to ask the right questions and openly discuss how your goals will incorporate furthering the public interest.

Questions to ask yourself:

- Am I furthering the interests of others?
- Am I committing myself to serve the broader public?
- Who will benefit from my work? Who will I work with/for?

With that said, this handbook was created to fill a specific gap: the lack of information about public interest career paths for New Zealand law students. There is no shortage of posters, brochures and presentations about conventional corporate law opportunities in New Zealand law schools. As a result, we have deliberately omitted most opportunities with law firms. We are satisfied that large firms adequately publicise any public interest dimensions to their work already.

Why should I get involved?

The public puts their trust and confidence in us to uphold the rule of law as officers of the court. The Lawyers and Conveyancers Act 2006 affirms those obligations. But currently the perception is that we do not, as a profession, adequately serve the public interest. In 2012, lawyers were ranked 28th out of 40 in a survey about how much the public trusts different professions (<http://www.readersdigest.co.nz/new-zealands-most-trusted-professions-2012>). We believe that the legal profession can play an important role in serving the public interest. We believe it's possible to change the public perception that lawyers are amoral and uninterested in the broader community. We believe that the way to do this is to build a public interest culture that begins in law schools and is carried through into practice.

How this handbook is organised

We have divided this handbook into three chronological parts:

1. Opportunities at law school in New Zealand
2. Internships (both national and international)
3. Profiles of people in Public Interest Law Careers

General tips on finding and making public interest opportunities

At university

Sometimes it pays to think inside the box. Not all public interest opportunities are extra-curricular. For instance at Victoria University and the University of Otago, you can replace one elective paper with a supervised research paper on a topic of your choice. At Victoria University and Canterbury University, you can do a semester-long internship that counts as 15 points. Most papers have an optional research assignment, which you can use to cover an issue that is of wider benefit to the community. Your law school probably has other flexible ways of accommodating public interest projects in your education. Don't be afraid to ask!

Internships and general career resources

The rest of this handbook contains details of hundreds of job opportunities in public interest law. Here are a few tips on how to take advantage of them:

When applying for positions and internships it is really important to have an up-to-date CV that conveys what skills and attributes make you a great candidate for the position.

The careers department of your university will contain some great information about how to write a covering letter and CV, interview advice and other tips. For example the University of Auckland careers website (<http://www.auckland.ac.nz/ua/home/for/current-students/cs-career-planning>) has heaps of useful resources. They may also offer workshops and one-on-one advice sessions.

Be creative, tailor your CV and covering letter and give it a go even if you don't quite fit the job description. There may be other positions available and you lose nothing but the time it took to apply.

Think about non-legal positions related to your second field of study (if you have one). The skills you learn may complement your legal skills in the future and vice versa.

Stumbling blocks to be aware of:

Prerequisites: At University, some courses will have prerequisites before you can take them. Most internships will require you to have had at least two years of legal education before you can apply.

Appropriate experience: You might have the right qualifications, but having relevant experience will really make you stand out. Volunteer positions can be a great way to gain and demonstrate practical skills.

Dates and deadlines: Applications for some positions close nearly a year in advance. Others don't open until a month or two beforehand. Check time differences, business hours and public holidays if you are close to the application date. Be aware that Northern Hemisphere internships often align with their summer ie June – August. Think creatively - you may be able to fit this in around a university exchange programme for example.

Language requirements: For jobs in New Zealand, a strong command of English is vital. If you speak another language, put it on your CV. It may be an incredibly valuable skill if you will be working with international clients or your organisation has offices overseas. For jobs with international organisations, your English may be tested if you are not a native speaker. Knowledge of French tends to be looked on favourably as it is the second working language of many transnational bodies.

Visas and citizenship: Some jobs at government agencies require you to be a citizen. Even within agencies, different security requirements may preclude you from some jobs but not others.

When investigating opportunities overseas, check whether you need more than a tourist visa to undertake unpaid work. If you are undertaking paid work, you will almost always need a working visa. Your prospective employer may be able to sponsor you or alternatively you may be eligible for a working holiday visa. Student visas can normally be organised through the institution you plan to study at. Because rules and regulations are complex and change frequently, the best advice is to Google “Embassy/High Commission of [XX Country] to New Zealand/Australia” and contact them directly.

How to get started?

Start browsing through this handbook and get excited! Look up the organisations listed. Get inspired. Use that inspiration to find more opportunities you're interested in. If they don't exist, make your own. A wise band once said: *“you can't always get what you want, but if you try sometimes, you just might find you get what you need”*. If it all seems too much trouble, start small. Find an issue. Read about it. Write a letter to the editor. Find other people who care. Build up to bigger things.

Opportunities for Law Students

Nationwide Organisations

Citizens Advice Bureau

The Citizens Advice Bureau (CAB) has branches nationwide from the Far North to Invercargill. The organisation is dependant on volunteer 'Bureau Interviewers' to provide advice to the community. An Interviewer's primary role is to ask clients questions, listen to the answers and then establish what information, advice and support they need.

Interviewers go through stages of training before they are accredited to work with clients individually. Once a volunteer is an accredited Bureau Interviewer they will be rostered on a weekly or fortnightly basis, for a two or three-hour shift.

To find a CAB near you visit the website <http://www.cab.org.nz/acabnearyou/Pages/home.aspx>

Department of Corrections Prison Visits

The Department of Corrections requires volunteers to assist prisoners in their rehabilitation and reintegration into the community, with the key outcome of reducing re-offending. The type of volunteering varies and may be done individually, or in partnership with volunteer groups and organisations to meet offenders' needs.

The aim of the visiting program is "to build on the principles of community participation, diversity, offender-improvement and most importantly, rehabilitation and re-integration back into the community".

In order to achieve these goals Corrections requires mature volunteers with a strong pro-social attitude and the ability to cope with difficult people and situations. However, Corrections cautions students who want to volunteer to be clear about what their prospective role in meeting the needs of the offender is and what skills they can offer.

If you would like to learn more about what prison visits require the Department of Corrections handbook is available here: http://www.corrections.govt.nz/data/assets/pdf_file/0010/344665/Corrections_Volunteer_Handbook_-_Nov_11.pdf

The Department also publishes a volunteer magazine: <http://www.corrections.govt.nz/news-and-publications/magazines-and-newsletters/corrvolunteer.html>

If you are interested in learning more, or applying to volunteer, you must fill out an application form and send it to the regional contact person. http://www.corrections.govt.nz/data/assets/pdf_file/0011/259193/Volunteer_Application_Form_and_MOJ_-_Oct_11.pdf

Women's Refuge

Women's Refuge advocates are there to support women to

empower themselves and to work collectively to promote safety and non-violence for women and children. Volunteers provide support, advocacy and information for women and children experiencing domestic violence, mainly by providing phone support on the 24-hour Crisisline.

Women's Refuge seeks volunteers who are able to listen, non-judgmental, keen to learn, supportive of women and children's rights and able to commit their time regularly. The commitment required of volunteers will vary depending on the region.

Auckland

Auckland Women's Refuge, Grey Lynn

Website: www.awrefuge.org.nz

Volunteers must fill out a questionnaire on the website and post it to the organisation. (<http://www.awrefuge.org.nz/volunteer.htm>) The AWR will contact successful applicants with an interview time.

Eastern Refuge Society Inc., Pakuranga
Email rhonda.c@ewr.org.nz

Pacific Island Women's Refuge, Onehunga
Email p.i.w.r@xtra.co.nz

Rodney Women's Refuge, Orewa
Email hestiarwr@xtra.co.nz

Tika Maranga, Henderson
Email admin@tikamaranga.co.nz

Te Whanau Korowai, Otara
Email tewhanaukorowai@xtra.co.nz

South Auckland Family Refuge Inc., Otahuhu
Email peppertreehouse@xtra.co.nz

Shakti Community Council Inc., Royal Oak
Email shila@shakti.org.nz

Hamilton

Waitomo-Waipua Refuge, Te Kuiti
Email admin@wwwrefuge.co.nz

Wellington

Hutt Valley Women's Refuges, Lower Hutt
Email refuge.inc@xtra.co.nz

Whare Manaaki Inc., Porirua
Email wharemanaaki@xtra.co.nz

Wellington Women's Refuge, Wellington
Email advocate@wwr.org.nz

Te Whare Tiaki Wahine, Porirua
Email tiaki.wahine@plwvs.co.nz

Te Whare Rokiropi Maori Women's Refuge, Wellington
Email TWR@maoriwomensrefuge.org.nz

Kokiri Marae Maori Womens Refuge, Lower Hutt
Email awhi-mai@xtra.co.nz

Christchurch

Battered Women's Trust, Christchurch
Email batteredwomenstrust@xtra.co.nz

Otautahi Women's Refuge, Christchurch
Email admin@owr.org.nz

Shakti Ethnic Women's Support Group Christchurch Inc., Christchurch
Email sewsg@shakti.org.nz

West Christchurch Womens Refuge, Barrington
Email W.W.R@xtra.co.nz

Dunedin

Te Whare Pounamu Dunedin Womens Refuge, South Dunedin
Email pounamu1@actrix.co.nz

Refugee Services

Refugee Services is New Zealand's refugee resettlement agency and a part of the New Zealand Red Cross. They require volunteers to assist refugees with beginning their new life in New Zealand.

The organisation offers an internationally renowned training program to their volunteers before they are assigned, in groups, to a family for six months. The volunteers are required to assist the family with setting up their home, provide a link with Work & Income, schools, ESOL course and GPs, as well as helping them to navigate their new community and provide ongoing support.

To become a volunteer for Refugee services you must attend one of their training sessions, listed on the website for each region. Contact the regional coordinator for more information.

Auckland

Rob Munnik: rob.munnik@refugeeservices.org.nz
http://www.refugeeservices.org.nz/how_you_can_help/supporting_in_your_area/auckland_volunteers

Hamilton

Lorraine Hooper: lorraine.hooper@refugeeservices.org.nz
http://www.refugeeservices.org.nz/how_you_can_help/supporting_in_your_area/hamilton_volunteers

Wellington

Inge De Leeuw: inge.deleeuw@refugeeservices.org.nz
http://www.refugeeservices.org.nz/how_you_can_help/supporting_in_your_area/wellington_volunteers
For information about branches in non-University cities visit the Refugee Services website http://www.refugeeservices.org.nz/contact_us

Law in Schools

Law in Schools is an organisation operating in Auckland, Hamilton, Wellington and Christchurch. It aims to educate senior secondary school students about New Zealand's legal system and about legal topics of practical interest. They require volunteer tutors to teach their modules in High Schools. Auckland students wanting to become involved in the project should enquire through Equal Justice Project (EJP). Interested law students in Wellington and Christchurch should contact the organization directly: law.in.schools.nz@gmail.com For Hamilton contacts see page 5.
www.lawinschools.org.nz

P3 Foundation

P3 stands for Peace, Prosperity and Progress. It is a local youth-for-youth, non-profit organisation aiming to educate young people on what extreme poverty is, and empower them to take a stand in ending poverty in the Asia-Pacific region within this generation. They require volunteers to assist them with their projects to achieve this ultimate goal. Interested students should visit the website, find a project that suits them and apply online.
www.p3foundation.org

Law for Change: A Public Interest Law Network for Aotearoa New Zealand

We hope to build a community of lawyers in Aotearoa New Zealand that are more willing to place at the centre of law a commitment to the public good. We want to achieve that by linking up younger law students and lawyers with individuals who have done public interest law and bringing together all who are interested into a community that can nurture and support

ideas within it. Law For Change is currently established in Auckland and Dunedin, but is looking to be set up in other regions. For more information see the blurb at the beginning of this handbook.

Generation Zero

Climate change is the challenge of our generation, and young people are the inheritors of humanity's response to climate change. For that reason – Generation Zero, a youth-led organisation, was founded with the central purpose of creating a generation-wide movement of young Kiwis working together to secure a safe and thriving zero carbon Aotearoa. Generation Zero regional teams are established in Auckland, Wellington, and Dunedin, and are up and coming in Hamilton, Palmerston North and Christchurch. These crews are a community of people that bring Generation Zero to their region through local events, and local coordination of national campaigns and projects. Regions also have regular meetings and social events.

Community Law Centres

Community Law Centres (CLCs) are independent community organisations that provide free legal help for members of the public. They are charities, staffed by qualified lawyers, non-legal staff and volunteers.

Each CLC is different in response to its community's needs. CLCs work on two levels. First, they work with individual clients to help solve their legal problems before they become serious. Second, they provide wider, community legal services with the aim of preventing legal problems from happening in the first place.

Auckland

Auckland Disability Law
Address: Unit 9, Shop 27, Bader Drive, Mangere Town Centre, Mangere
Website: www.aucklanddisabilitylaw.org.nz
Volunteers should contact info@adl.org.nz

Grey Lynn Neighbourhood Law Office
Address: 449 Richmond Rd, Grey Lynn, Auckland
Website: <http://www.glnlo.org/volunteers/volunteer-students/>
Volunteers from the University of Auckland should contact Suranjika Tittawella of the Auckland Law Faculty. Volunteers from other universities should contact info@glnlo.org.nz, or complete an application form on the website.

Mangere Community Law Centre
Address: Unit 9, Shop 27, Bader Drive, Mangere Town Centre, Mangere
Volunteers should contact mlcl@xtra.co.nz

Otara Community Law Centre
Address: 120 Bairds Rd, Otara, Auckland
Volunteers should contact robyn.martin@otaralaw.org.nz

Waitakere Community Law Service/ Te Korowai Ture O Waitakere
Address: 1A Trading Place, Henderson, Waitakere City, Auckland
Website: <http://www.waitakerelaw.org.nz/volunteers>
Volunteers from the University of Auckland should apply through the Equal Justice Project; Maori students are encouraged to apply through Te Rakau Ture te_rakau_ture@yahoo.com.au; Pacific Island Students are encouraged to apply through PILSA pilsa@auckland.ac.nz. All other students should contact info@waitakerelaw.org.nz

YouthLaw Tino Rangatiratanga Taitamariki
Address: Level 1, 145 St George St, Papatoetoe
Website: <http://www.youthlaw.co.nz/help/volunteer/>
Volunteers should email the completed questionnaire on their website to admin@youthlaw.co.nz

Hamilton

Hamilton District Community Law Centre
Address: 2nd floor, 109 Anglesea St, Hamilton
Volunteers should contact admin@hamiltonclc.org.nz

Wellington

Community Law Wellington and Hutt Valley
Wellington Address: Community House, Level 2, 84 Willis Street

Lower Hutt Address: Level 2, 59 Queens Drive
Website: www.wclc.org.nz
Student volunteers, who have completed all their compulsory papers, should contact zoe@wclc.org.nz.

Nelson

Nelson Bays Community Law Service
Address: 63 Collingwood St, Nelson
Volunteers should email admin@nelsoncommunitylaw.org.nz

Christchurch

Community Law Canterbury
Address: 35 Riccarton Road, Riccarton or 186 Shaw Avenue, New Brighton
Website: www.canlaw.org.nz
Volunteers should contact admin@canlaw.org.nz

Dunedin

Dunedin Community Law Centre
Address: 52 Filleul St, Dunedin 9016
Website: www.dclc.org.nz
Volunteers should complete the form on the website: <http://www.dclc.org.nz/modules/content/index.php?id=21>

Maori Land – Ngai Tahu Maori Law Centre
Address: Level 1, 258 Stuart Street,
Dunedin Website:
www.ngaitahulaw.org.nz
Volunteers should email info@ngaitahulaw.org.nz

Or, to find a CLC in your hometown visit the national website: <http://www.communitylaw.org.nz/your-local-centre/find-a-community-law-centre/>

Volunteer Opportunities in Auckland

Equal Justice Project

The Equal Justice Project, based at the University of Auckland, links law students with projects that facilitate access to justice. Students in 'EJP Pro Bono' assist lawyers and organisations with cases and submissions, while 'EJP Community' facilitates Law in Schools education and Community Law Centre volunteering. EJP also conducts on campus symposiums and activism on campus. If you are based at the University of Auckland and are interested in being involved, please email the directors, Gretta Schumacher and Sam Bookman, at ejp.directors@gmail.com.

Volunteer Opportunities in Hamilton

Law in Schools

As described earlier, Law in Schools aims at teaching low-decile school children about basic legal rights, and focuses on things such as family law, the law surrounding policemen, and employment law. Students are trained and provided with a 'module' to present to a classroom, but the actual presentation of the module is largely up to them. It allows law students to have access to a ready-made learning tool, whilst retaining some ability to entertain and have fun with the kids their teaching. The contact person for Hamilton is Amy Williams
Amy.Williams@justice.govt.nz

Volunteer Opportunities in Wellington

Just Speak

JustSpeak is a non-partisan network of young people speaking to, and speaking up for a new generation of thinkers who want change in our criminal justice system. JustSpeak aims to empower young people from all walks of life to think independently and speak out about justice issues that they care about or affect them. Just speak also has a strong presence in Auckland. Contact justspeaknz@gmail.com to learn more, or

visit their website www.justspeak.org.nz

Community Justice Project

The Wellington Community Justice Project aims to improve access to legal services in the wider community. It does so by working with various existing organisations which share similar goals, including the Wellington Community Law Centre, the Human Rights Commission, the Innocence Project New Zealand and so on. In addition to this, it acts to ensure that areas of society which may be overlooked by the current system are addressed by exploring new avenues of community work. In addition to this, the Project presents an avenue for Victoria University's law students to gain practical legal experience as they serve their community. Students are able to volunteer to work in one of four different areas: advocacy, education, law reform and human rights. Each area allows for different opportunities and learning experiences, but all have a real and genuine impact for those in need.

They recruit student volunteers in March every year, however should you wish to apply outside this time please fill in the application form below and send it, along with your CV to info@wellingtoncjp.org. If they do not have positions going when you apply they will still be able to keep your CV on file for when an opening comes up. www.wellingtoncjp.org

Law Spot (through Wellington CLC)

LawSpot is a website where members of the public can ask questions about New Zealand law and qualified lawyer volunteers will answer them for free. The awesome people at Community Law Wellington & Hutt Valley will check the answers before they're published online for the public to browse. Students can assist with the intermediate process, in conjunction with Community Law Wellington & Hutt Valley and CJP.

Volunteer Opportunities in Christchurch

Prison caseworkers

Community Law Canterbury and the Howard League have partnered to establish the Prison Information Service. It involves appointments once a month with inmates to address issues they may face such as debts, parole board hearings, health, accessing programmes, visitation, and various other legal issues. As a prison caseworker you will go out to the prison and interview the client, the follow up work will be done by either Community Law Canterbury (legal issues) or the Howard League (welfare issues) with assistance from the caseworkers. Caseworkers will receive ongoing training opportunities and a range of experience.
Contact: Chris Nolan 'ChrisN@Canlaw.org.nz'

Law Reform:

The law reform work done at Community Law Canterbury is largely reactive, i.e. a bill opens for submissions and they respond. But there are times that they have taken proactive steps to have the law amended. One example of this was a project that looked at the cancellation of gym contracts and the fees that were being charged. This is now with the Commerce Commission for further investigation.

Reactive - Writing submissions

1. When a bill is introduced there is research that needs to be done so a decision can be made whether or not to write a submission. This will involve looking at what the law will change, whether there are similar laws in New Zealand or

overseas, and comparing it to existing laws (for example, Bill of Rights, Human Rights, Resource Management etc). A report will be written outlining the changes and the effects of the change. This report will then be presented to staff so they can make a decision on whether or not the bill should be responded to.

2. When the bill has its first reading community meetings will be arranged for the public to have input. Messages will be sent out through the organisation's newsletter, the media and other networks to invite interested people to attend. The review that is prepared in stage one will be used to advertise the changes and encourage people to come and have their say.

3. Once the public forum(s) are held, a submission or submissions will be written. There may be more than one submission if any of the people who attended the forum(s) wish to do their own submission. The submission will be reviewed by supervising solicitors and other staff members who have expressed an interest before being sent in.

4. There may be an opportunity to present the submission at a select committee hearing. This may be on behalf of Community Law Canterbury, or as a support person for an individual submitter.

5. The bill will then need to be tracked through the process until it becomes law. This will require regular review. If it does become law an article will need to be written of approximately 500 words about the changes and what effects they will have. As part of this process, the staff involved in step 3 will review the article prior to publication.

Proactive

Proactive law reform involves looking at any trends coming through the Community Law Canterbury advice service and considering whether a law change is needed. Our legal team regularly meet to discuss cases and trends that they are seeing. The proactive element of law reform has the following steps:

1. Meeting regularly (i.e. about once a month) with staff to discuss any cases they have seen come through where the law (or a loophole in the law) meant that our client was unfairly treated or discriminated against.
 2. Conducting a review of similar cases that Community Law Canterbury has seen (this may mean reading through individual case notes to gauge the issue in-house).
 3. Review the law, taking into account the affect any changes may have. Look at existing law, recent changes, international laws, and any bills or Law Commission reports that may have an effect.
 4. Discussing the issue with other stakeholders. This will involve meeting with other organisations to discuss the issues and to get their feedback.
 5. Organising public forums to gauge the level of the issue within the wider community.
 6. Writing a report based on the feedback provided and distributing this within Community Law Canterbury and the stakeholders, and people who attended any forum(s) for comment.
 7. Submit the finished document to the appropriate government department. Track any changes or correspondence for follow up.
- Contact: Penny Arthur: 'Penny@Canlaw.org.nz'

Youth Advocates

This programme is about connecting with and building relationships with young people to ensure that their views are being listened to and their rights are being respected; that the

right services or programmes are being accessed and to follow through when the young person is released into the community.

'Advocacy at the Prison' is about empowering a young person to speak up and when they aren't comfortable doing that, to speak on their behalf. Crucial to 'Advocacy at the Prison' is the advocate going beyond just listening to facilitate young people's participation in decision-making processes and involvement with services and programmes in the prison and out in the community. As well as being available in an advocacy capacity, part of the role of the advocates will be to get to know the young people at the prison and to form and maintain a positive tuakana/teina (older sibling/younger sibling) relationship during their time at in the Youth Unit. This project is run by Edmund Rice from Justice Aotearoa and is due to start in 2013, please email chris@erjustice.org.nz if you are interested.

They are hoping to have a relatively small group of advocates who can commit for at least one calendar year because it is important for the young people to be able to get to know and be comfortable with their advocates. This means each advocate would need to be available to visit the prison once a fortnight for a regular visit. Once the young people are comfortable with the advocates, they envisage monthly visits to start off with where 3 – 4 advocates visit at a time and spend part of the visit spending time with the young people, and part of the time being available for young people to speak with the advocates about any specific issues.

Volunteer Opportunities in Dunedin

Law for Change

Law for Change Dunedin works to achieve the same goals of Law For Change in other regions, however it also includes an extra element compared to other regional groups where it aims to connect passionate students with projects that appeal to them and fit their skill level (similar to CJP and EJP). They are also working on developing a base of resources to highlight alternative options for law students. For more information contact Alice Eager, aliceceager@gmail.com.

Internships for Students and Graduates

The purpose of this section is to begin to expose you to the countless opportunities available to law students and graduates around the world. The internships that we have listed below are just the tip of the iceberg, but we hope they will be enough to inspire you to take on your own research for a placement that interests you.

The information we have provided was, as far as we are aware, accurate at the time of publication, however the organisations may have since changed the particulars of the internships. As many of the internships are open to applicants from around the world the terms used to describe the necessary qualifications may differ from what we use in New Zealand, a 'graduate' is what in New Zealand we would be called a professional.

Economic and Development Groups

APEC (Asia Pacific Economic Cooperation)

APEC is a forum of 21 Pacific-rim countries, which seeks to promote free trade and economic cooperation throughout the Pacific.

APEC offers two internships a year to students from a variety of disciplines, each lasting three months. Positions are in Singapore and begin either in June or September. Interns may be invited to work on research, project management or publicity and are invited to attend official functions and meetings as staff of the organisation. The internships are not paid, however there is the possibility of a stipend for commendable work.
www.apec.org

Centre for Economic and Social Rights (CESR)

The Centre for Economic and Social Rights works for the recognition and enforcement of economic, social and cultural rights as a tool for promoting social justice and human dignity. They aim to reach this objective through monitoring economic and human rights violations and through advocacy. The Centre offers part time, and some full time, legal internships in different areas on an ad hoc basis. The positions are in either New York or Madrid, Spain and fluency in a second language, especially Spanish, is desirable.
<http://cesr.org/article.php?id=56>

International Development Law Organisation (IDLO)

The IDLO offers legal expertise and support to governments, multilateral partners and civil society organisations. It carries out research and advocacy at national and international levels in pursuit of social change. The internships are located in Rome, Italy and may last between three and six months.
<http://www.idlo.int/english/employment/apply/Pages/interns.aspx>

Organization for Security and Co-operation in Europe (OSCE)

The OSCE is a regional security organisation made up of states from North America, Europe and Central Asia. The Organisation addresses a wide range of security-related concerns, including arms control, human rights, counter-terrorism and democratization. The OSCE offers internships, across Europe, in multiple institutions. Applicants must be within one year of graduating.
<http://www.osce.org/employment/91>

Environmental and Animal Rights Groups

Animal Rights Legal Advocacy Network (ARLAN)

ARLAN is a volunteer based national network of lawyers and law students working to promote animal rights and improve New Zealand's law relating to animals. Volunteer interns will help with legal research on specific animal law topics. In the past these have included legal campaigns relating to factory farming, the regulation of experiments on animals and prosecution around animal cruelty. The positions are ongoing and demand depends on the project, they are open to all law students and while based in Auckland, may be done from anywhere in the country.
<http://www.arlan.org.nz/>

Centre for International Environmental Law

The Centre for International Environmental Law (CIEL) works to strengthen and use international law and institutions to protect the environment, promote human health, and ensure a just and sustainable society.

Internships are offered to lawyers, law students and graduates to gain experience in the field of international environmental law. Successful candidates will have strong research and writing skills and enthusiasm for public interest law. Interns are expected to volunteer their time and will be located in either Geneva or Washington DC. Interns typically work full-time during the Northern Hemisphere's summer months but options are available for autumn and spring internships. Applications are accepted on a rolling basis.
www.ciel.org/Education_Training/Internships_DC.html

Earth Justice

Earth Justice is a non-profit public interest law firm dedicated to protecting the magnificent places, natural resources, and wildlife of this earth, and to defending the right of all people to a healthy environment.

Earth Justice hires two full-time clerks each American summer in San Francisco. Jobs will include research and writing on a variety of issues, such as human rights and the environment, global climate change, and international and/or environmental law. Applications will be accepted on a rolling basis.
www.earthjustice.org

Environmental Defence Fund (EDF)

EDF are pragmatic environmental advocates who believe in prosperity and stewardship. Grounded in science, they forge partnerships and harness the power of market incentives.

There are a range of internships at EDF designed for undergraduate students, recent graduates, and graduate students – both paid and volunteer. Interns exist in a range of centres across the United States including Washington DC, New York and San Francisco. More information on the details of specific internships can be found at www.edf.org/jobs <http://www.edf.org/jobs/internships-fellowships/internships>

Environmental Law Alliance Worldwide

The Environmental Law Alliance Worldwide (ELAW) is a global alliance that helps communities speak out for clean air, clean water, and a healthy planet.

Internships are offered during the American summer in Eugene, Oregon to students currently studying towards a law degree. Interns will assist the Staff Attorneys in responding to requests for assistance from overseas advocates. No funding is provided. <http://www.elaw.org/getInvolved/legalinternship>

Environmental Law and Policy Centre

The Environmental Law and Policy Centre (ELPC) aims to protect the American Midwest's environment and natural heritage. ELPC offers four internships to law students to work on energy and transportation policy, farmland protection, and preservation of freshwater resources in their Chicago office, during the American summer. Successful applicants will receive a small stipend. <http://elpc.org/2012/08/17/internships-legal>

International Environmental Law Research Centre (IELRC)

The IELRC is a research organisation. It aims to establish and implement institutional frameworks that promoted sustainable conservation and use of the environment. The internships last between two and six months and are based in Nairobi, Kenya or Delhi, India. Applicants with a background in environmental law are desirable. http://www.ielrc.org/about_careers.htm

World Wildlife Fund

World Wildlife Fund (WWF) involves action at every level from local to global, and ensures the delivery of innovative solutions that meet the needs of both people and nature.

WWF offers a range of internships in the United States. They are designed for graduate students, although some may be appropriate for advanced undergraduates. Projects can be undertaken across America in a variety of legal and non legal positions. The duration varies but most last three months over the northern hemisphere summer. Applications will be received on a rolling basis. <http://worldwildlife.org/internships>

Human and Civil Rights

Advice on Individual Rights in Europe (AIRE)

AIRE is a charity, which promotes awareness of European Law-rights and assists marginalised and vulnerable individuals in asserting their rights. The charity offers legal caseworker internships, generally lasting four months and based in London. The unpaid positions are offered on an ongoing basis and involve legal research, correspondence with clients and accompanying the legal team to hearings. Applicants must have a law degree and a good understanding of legal rights – especially those under European Law. <http://www.airecentre.org/pages/sub-link-three.html>

Amnesty International New Zealand (AI)

Amnesty International is a worldwide organisation that campaigns to protect and champion human rights. Amnesty International offers two internships of five-six months each year, one starting in January and the other in July. Interns are paid a small amount for their work as well as expenses for transport and food. The positions are based in Auckland and law is a desired prerequisite for the advocacy internship.

Ross Batchelor who worked as an intern at Amnesty International gave us his thoughts on his time there:

What did you do, where and for how long?

I was one of two Research and Advocacy Interns at the AI headquarters in Auckland. AI has two intakes of interns each year, one group starting in January and another in July. Internships last for five months, are normally full-time (though there is some flexibility on this depending on the circumstances) and are unpaid bar a small stipend. I worked under the Advocacy and Government Relations Manager and carried out research tasks on political, legal and human rights issues, as well as contributing to AI publications, organising and attending meetings with politicians, foreign representatives, stakeholders and other NGOs, and answering any queries from AI members or the general public regarding our advocacy work. Interns are also expected to contribute to the daily running of the office, such as helping out with administrative tasks and keeping the office clean and tidy.

What was the hardest thing about your internship experience?

The Research and Advocacy Internship presented a new challenge every day! The hardest part was accepting the level of responsibility given to me by my managers, as AI is a small operation that relies on the talent and initiative of its staff, including the interns. At times, it was daunting, but it also presented a great opportunity to do work I would never have been exposed to at other, larger organisations. On top of this, I always felt my manager supported me in my work and consistently provided feedback so I knew where I was performing well and where I needed to improve. Others may find the variety of work challenging, with many new issues and projects arising on a daily basis and a limited time frame to complete them all. If anything, it was always a busy time in the office!

What advice would you give to someone doing the same thing?

I rate this internship and AI as an organisation very highly. I recommend anyone thinking of doing this internship to approach it with an open mind, to take advantage of every opportunity before them (and there will be many) and to

push their boundaries by taking on work/projects that they may not know a lot about. The internship was a huge learning experience and I really valued being exposed to new themes and the expertise of the AI staff. It is also important to communicate clearly with your fellow staff and interns, as everyone will be very busy and not focusing on what others are doing around them. AI holds a weekly staff meeting, which is a great opportunity to share your work and hear what others are doing.

What did you do after your internship/where did it take you?

After completing my internship at AI, I worked as a temp law clerk at the Public Defence Service in Manukau for two months before moving to New York to undertake an internship at the Permanent Mission of New Zealand to the United Nations for four months. During this internship, I worked with the Second Secretary (Human Rights) on the Third Committee of the General Assembly, participating in multilateral negotiations on human rights resolutions and carrying out any relevant legal and human rights research. During this time, I was hired by the Ministry of Foreign Affairs as an entry-level Foreign Policy Officer.

<http://www.amnesty.org.nz/get-involved/work-amnesty-international/become-intern>

Centre for Human Rights and the Environment (CEDHA)

The Centre for Human Rights and the Environment's work is founded on promoting better access to justice and guaranteeing human rights for victims of environmental degradation. CEDHA's internships involve field work, training and research as well as participation in other CEDHA program-related activities. The positions are offered to undergraduates and graduates on an ad hoc basis. A working knowledge of Spanish is preferred, they may be based in Cordoba, Argentina, or independently from another location.

http://wp.cedha.net/?page_id=6489&lang=en

Human Rights and Social Entrepreneurship Internship

Claire Mahon, an experienced human rights lawyer based in Geneva is offering internships to law students and graduates from Australia and New Zealand. The internship of three months duration and is offered to undergraduates and recent graduates to work as an assistant to a human rights lawyer. Interns receive a stipend and free accommodation. Internships are in Geneva and run September-November, January-March or April-June.

<http://hrlanz.files.wordpress.com/2012/08/internship-in-human-rights-and-social-entrepreneurship-1.pdf>

Human Rights Watch

Human Rights Watch is one of the world's leading independent international organizations dedicated to defending and protecting human rights. It offers unpaid legal internships of three-six months, usually starting in September in Europe, the USA and Africa. The internships focus on the rights of minorities, women and children and the surrounding legal policy. The Human Rights Watch offers internships for both postgraduates and undergraduates; applicants for graduate positions must have a law degree. In some positions there may also be additional language requirements.

<http://www.hrw.org/about/volunteering>

International Institute of Humanitarian law (IIHL)

The IIHL is a humanitarian organisation, which promotes international humanitarian law, human rights, refugee law and related issues. IIHL accepts interns on an ad hoc basis depending

on the number of applicants and the capacity of staff to supervise them. Interns will assist staff in the preparation of

material and drafting of legal documents. The positions last between two and six months and may be either in Sanremo, Italy or Geneva, Switzerland.

<http://www.iuhl.org/Default.aspx?pageid=page5457>

The International Centre for the Legal Protection of Human Rights (Interights)

Interights works to ensure human rights standards are protected and promoted effectively in domestic courts and before regional and international bodies. The Centre offers both paid and unpaid internships to undergraduates, graduates and postgraduates, in London, England. Interights interns engage in a number of tasks including legal research on international and comparative human rights law and contribute to Interights publications.

<http://www.interights.org/internships/index.html>

Oxfam

Oxfam is confederation of organisations aiming to build a future free from poverty by working directly with communities and through advocacy. Oxfam offer internships on an ad hoc basis: interns have the opportunity to work on a specific project or discipline within a team. The particulars of the internship vary with the position being offered.

<https://www.oxfam.org/en/jobs>

Reprieve

Reprieve promotes the rule of law around the world and aims to secure people's right to a fair trial. Reprieve focuses on prisoners accused of the most extreme crimes and cases involving the world's most powerful governments. The group run an unpaid volunteers program on an ad hoc basis as the projects arise. Positions may be based either in London, the USA or Pakistan and are open to both undergraduates and graduates.

<http://www.reprieve.org.uk/volunteer/>

Reprieve Skills Bank

Reprieve maintains a "Skills bank", through which volunteers can be delegated tasks according to their skill. Anyone who has a skill to offer, including legal expertise can be part of the "Skills bank".

<http://www.reprieve.org.uk/skillsbank/>

National Human/Civil Rights Groups

Association for Civil Rights in Israel (ACRI)

The ACRI deals with rights and civil liberty issues in Israel and the Occupied Territories. The Association offers legal internships to law students and graduates, located in Tel Aviv, Israel – preference is given to candidates with Hebrew or Arabic language skills.

<http://www.acri.org.il/en/?p=252>

Bangladesh Legal Aid and Services Trust (BLAST)

BLAST is a legal services organisation, which provides legal aid, advice and representation in a range of legal areas. It is extensively involved in public interest litigation. Internships at BLAST are designed to provide interns with exposure to public interest law in Bangladesh, with opportunities to travel to different districts for assignments. The start dates of the internships are flexible with applications being reviewed quarterly. The positions last for a minimum of three months and are open to undergraduates, graduates and postgraduates. The positions are based in Dhaka, Bangladesh, hence fluency in Bangla is an asset, however English speakers may also apply.

<http://www.blast.org.bd/getinvolved/internship>

Kenya Human Rights Commission

The Kenya Human Rights Commission campaigns for the entrenchment of human rights and democratic culture in Kenya through monitoring, documenting and publicizing human rights violations. The aim of the Commission's internship program is to increase the intern's knowledge of human rights issues. Responsibilities of interns include researching human rights issues and drafting analytical papers and reports. The positions, in Nairobi, Kenya, last a minimum of ten weeks and run with the Northern Hemisphere seasons. <http://www.khrc.or.ke/get-involved/internships.html>

Mazdoor Kisan Shakti Sangathan

MKSS is a non-partisan peoples' organisation that works in the peasant communities of Central Rajasthan, India. It aims to strengthen the democratic process through monitoring corruption and campaigning for participation. MKSS offers internships throughout the year in Rajasthan, India. <http://www.mkssindia.org/category/students-internship/>

Women, Children's and Minorities' Groups

Anti-Homophobic Legal Clinic (AEA)

AEA focuses on HIV/AIDS education and prevention of the disease in communities that are marginalised due to their sexual status. The Clinic also works to promote and defend the human and civil rights of LGBT persons. Located in San Salvador, El Salvador, the AEA offers internships to law students and graduates in their human rights program. <http://www.idealists.org/view/nonprofit/K5BnwCBCkwmD/>

Centre for Disability Studies (CDA)

The Centre is a congregation of legal minds aiming to use the law to challenge prejudices towards persons with disabilities. CDA aims to do this by generating legal knowledge on disability issues and advocating for the rights of those with disabilities. The Centre offers an unpaid legal internship to undergraduates and graduates. The internship, based in Hyderabad, India, lasts for a minimum of three weeks. CDA are especially interested in applicants with a disability. <http://www.disabilitystudiesnalsar.org/internship.php>

International Women's Rights Action Watch-Asia Pacific

The IRAW Asia Pacific is the only NGO working in the Asia-Pacific Region with the Convention on the Elimination of Discrimination against Women. IRAW seeks to implement change in law and policy through activism and advocacy. IRAW interns gain exposure to a range of women's human rights issues. The responsibilities of interns include researching and writing papers on issues relating to women's rights, assisting in meetings, trainings and consultations and administrative work. Applications are taken year round for 10-12 week placements in Kuala Lumpur, Malaysia. <http://www.iwraw-ap.org/governance/internship.htm>

Save the Children

Save the Children is an international organization for children in need. Their aim is for every child to have their basic rights and needs met. The organisation offers unpaid undergraduate internships in a variety of fields, including policy and advocacy positions. Internships are based in Washington DC or Westport, Connecticut and generally last for three months.

<http://www.savethechildren.org/site/c.8rKLIXMGlp14E/b.6226565/k.BA72/Careers.htm>

Women's Legal Centre

The Women's Legal Centre is a not-for-profit, independently funded law centre aiming to provide South African women with access to justice. They offer unpaid legal internships to undergraduates based in Cape Town, South Africa. Internships may last between eight weeks to six months. http://www.wlce.co.za/index.php?option=com_content&view=category&layout=blog&id=62&Itemid=18

Migration and Refugee Groups

European Commission for Refugees and Exiles (ECRE)

The Commission is a pan-European alliance of refugee-assisting organisations. It aims to promote the protection and integration of refugees in Europe through advocacy. Interns assist the Commission in these objectives by engaging in policy and legal research on specific topics related to refugee protection. The positions, based in Brussels, Belgium, last for eleven months and receive a salary of 780 Euros a month. Applicants must be graduates and a working knowledge of a second European language is an advantage. <http://www.ecre.org/about/this-is-ecre/vacancies.html>

International Centre for Migration Policy Development (ICMPD)

The ICMPD work to promote effective migration policies, especially in relation to asylum seekers; they do this by providing expertise and consultation. The internships are offered on an ad hoc basis – unsolicited applications are invited by persons interested, with the relevant expertise, otherwise interest can be registered on their database. The positions may either be in Brussels, Belgium or Vienna, Austria and proficiency in both English and French is beneficial – any expertise in migration and immigration issues is also likely to be advantageous. <http://www.icmpd.org/Internships.1669.0.html>

International Organization for Migration (IOM)

The IOM is the leading international organisation in the field of migration. It works to ensure the orderly and humane management of migration and find solutions to migration problems. The IOM internship programme provides students with an opportunity to learn about the IOM's activities. Interns are referred to a supervisor and are given assignments and responsibilities according to their experience. Internships are of an eight week to six month duration in Geneva, Switzerland and pay between \$650 and \$1950 a month. Applicants may either be nearing the end of their degree or graduates. <http://www.iom.int/cms/en/sites/iom/home/about-iom-1/recruitment/internships-at-iom.html>

Immigrant and Refugee Appellate Centre (IRAC)

The IRAC is an immigration law firm dedicated to representing international clients in immigration issues. The firm, based in Virginia, USA, offers flexible internships throughout the year to both undergraduates and post graduates. <http://www.irac.net/index.php?page=internships>

Migration Policy Institute (MPI)

The MPI is an independent think tank dedicated to the study of migration worldwide. The Institute works closely with

policy makers, researchers and practitioners to analyse and develop migration and refugee policies. MPI have a number of internships focusing on different aspects of migration including US immigration issues, integration, and regional studies. The responsibilities of interns will include contributing to research, writing papers, attending and summarizing congressional hearings as well as administrative tasks. The Institute take applications for the paid, four-month positions, based in Washington DC, three times a year from 4th year students and higher.

<http://www.migrationpolicy.org/about/internships.php>

International Courts and Tribunals

Court of Justice of the European Union

The Court of Justice aims to ensure EU law is applied in the same way in all EU countries. It settles disputes between EU governments and EU institutions and allows individuals to bring cases before the court if they feel their rights under EU law have been infringed. The Court offers paid traineeships of five months, generally in research and documentation. The internships run 1 March – 31 July or 1 October – 28 February and are based in Luxembourg. Applicants must have a law degree or a degree in Politics. A good knowledge of French is also desirable.

www.curia.europa.eu

International Criminal Court (ICC)

The ICC is an independent, international criminal court intended to prosecute the perpetrators of the 'most serious crimes of concern to the international community'. The Court offers internships to young professionals at the start of their careers. Candidates may apply for an internship in one of the three organs of the Court: the Presidency and the Chambers; the Office of the Prosecutor; or the Registry. Internships are paid and last between three and six months, during which time interns are assigned projects relevant to their educational background and interests.

www.icc-cpi.int

International Tribunal for the Law of the Sea

The International Tribunal for the Law of the Sea is an independent judicial body established by the United Nations Convention on the Law of the Sea. The Tribunal exists to create a framework for the law of the ocean and has full jurisdiction over the application and interpretation of the Convention. The tribunal offers approximately twenty internships for students each year. Interns in the Tribunal's Legal Office are expected to carry out research and work with other interns to prepare memoranda, reports and press reviews. Internships are not paid, however funding may be available. Internships run January to March, April to June, July to September, October to December and are based in Hamburg, Germany.

www.itlos.org

Coalition for the International Criminal Court (CICC)

The Coalition for the International Criminal Court is a group of civil society organisations working in a worldwide partnership with the aim of strengthening cooperation with the ICC and ensuring the court is just and effective. The internship program is aimed at individuals interested in the UN, the ICC and global governance; interns will mainly engage in legal research projects and administrative tasks. The ad hoc positions are based in New York or the Hague and may be on a part time or

full time basis over three to six months. Applicants must have studied papers related to the ICC, International Law or Human Rights.

<http://www.iccnw.org/?mod=employment>

International Court of Justice

The International Court of Justice is the main judicial body for the United Nations. The Court exists to resolve legal disputes of member states and to advise the United Nations and its agencies on legal matters. The Court offers internships of one to three months for both students and graduates to work in the Court's Registry in the Hague, Netherlands. The working languages of the Court are English and French. The internships are unpaid and interns are responsible for all their own expenses.

www.icj-cij.org

International Criminal Tribunal for the Former Yugoslavia (ICTY)

The ICTY is a UN court dealing with war crimes that took place during the conflicts in the Balkans in the 1990s. The Tribunal offers a range of internships in its three organs: the Registry, the Chambers and the Office of the Prosecution. The internships, at the Hague, Netherlands, last between three and six months and are open to those in the final stages of their degrees. Applicants acquainted with public international law, comparative law, criminology, private international law or international human rights law and criminal law will be given preference and proficiency in another language is an asset.

<http://www.icty.org/sid/113>

ICTY Restricted Internship

The ICTY also has a 'restricted' internship programme in the Office of the Prosecutor, for those at an earlier stage of their studies; accordingly the work is more suitable for those who are not in the final stages of their degrees. The internships last two to three months, with preference being given to applicants who can stay for three months. Applicants in their second year of study or beyond will be considered; proficiency in a second language is an asset.

<http://www.icty.org/sid/113#Restricted>

Special Court for Sierra Leone

The Special Court for Sierra Leone is a joint venture between the Sierra Leone government and the UN. It is mandated to try those who bear the greatest responsibility for the violations of international humanitarian and Sierra Leonean law during the country's conflict. The Court offers internships in its Chambers, the Office of the Prosecutor, the Defence Office and the Registry Legal Office. The internships, in Freetown, Sierra Leone are unpaid but nationally funded and last between three and six months. Applicants must be graduates who have passed their professional exams; prior study in international humanitarian law is advantageous.

<http://www.sc-sl.org/ABOUT/Internships/tabid/143/Default.aspx>

Special Tribunal for Lebanon

The Special Tribunal for Lebanon is an international tribunal whose primary mandate is to hold trials for the people accused of carrying out the attack on 14th February 2005, which killed 23 people, including the former Prime Minister. The Tribunal's internship program aims to provide a practical educational experience by giving interns the opportunities to develop an understanding of the Tribunal and its mandate. Internships last between three months and a year in The Hague, Netherlands, with interns being assigned projects and tasks relevant to

their educational background and interests. The internships are generally unpaid, but interns deemed to be in need of financial assistance may be given a stipend of 750 Euro a month. Applicants should apply four months before they seek to take the position and may be either in the final stages of their degree, graduates or professionals. A working knowledge in French and Arabic is an asset, as is practical experience.
<http://www.stl-tsl.org/en/jobs/internships/special-tribunal-for-lebanon-internship-programme>

Justice Groups and Legal Associations

American Society of International Law

The mission of the American Society of International Law is to foster the study of international law and to promote the establishment and maintenance of international relations on the basis of law and justice

American Society of International Law (ASIL) fellows are offered to recent law graduates in the early stages of an international legal career. The positions are full-time, unpaid, and of a six to twelve month duration at the Tillar House in Washington, D.C.
<http://www.asil.org/job-internship-opportunities.cfm>

Alternative Law Forum (ALF)

The ALF is a space that initiates legal responses to social and economic injustice and engages in critical research. It offers internships, to anyone past their first year of law school, of 4 to 6 weeks, based in Bangalore, India. The content of the internship is flexible and suited to the intern's interest.
<http://www.altlawforum.org/node/3>

Centre for Policy Alternatives (CPA)

CPA advocates for public policy to strengthen the rule of law, democracy and social justice in Sri Lanka. They do this through research and monitoring, and consultation of the government. The Centre offers internships in their Legal and Constitutional Unit – based in Colombo, Sri Lanka – with the focus of the work depending on the applicant's area of interest. The unpaid internships are of flexible duration with applications from undergraduates and graduates accepted on a rolling basis.
<http://cpalanka.org/contact/>

InterAction

InterAction is an alliance of US based non-governmental organisations devoted to international development, humanitarian action and advocacy. InterAction offers unpaid internships of three months starting in the Northern Hemisphere autumn, summer and spring. Based in Washington DC, USA, interns engage in the organisation's public and humanitarian policy and practice teams.
<http://www.interaction.org/about/interns>

International Bar Association

The International Bar Association is an organization of legal practitioners, which attempts to influence the development of international law and shape and reform the legal profession. The association offers internships for both under-graduates and graduates in its human rights and legal projects teams and its program in the International Criminal Court. The internships, located either in London or the Hague, are unpaid and last from 12 weeks to six months.
http://www.ibanet.org/Education_and_Internships/Legal_Internship_Programme.aspx

International Commission of Jurists (ICJ)

The ICJ is composed of 60 eminent judges and lawyers from around the world. It aims to promote and protect human rights through the rule of law. Interns will gain practical experience of human rights legal and advocacy work at an international level. The primary responsibility of the interns is likely to be research, but there will be some additional administrative duties. The internships are situated in Geneva, Switzerland and have varying durations depending on the citizenship of the applicant. Applications are taken continuously from post graduates with proficiency in a second language being desirable.
<http://www.icj.org/?s=internships&submit.x=0&submit.y=0>

International Labour Organisation (ILO)

The ILO is a UN agency, based in Geneva, Switzerland, devoted to advancing opportunities for men and women to work in free and humane conditions. The ILO accepts interns, for three to six months, in all of their departments depending on openings. The aim of the placements is to expose interns to the daily work of the ILO – if an intern is not supported by an institution a stipend will be paid to cover basic costs.
<http://www.ilo.org/public/english/bureau/pers/vacancy/intern.htm>

International Centre for Transitional Justice

The ICTJ works to help countries move beyond large scale human rights violations and rebuild civic trust in state institutions, while redressing the victims' grievances. The Centre offers internships, on an ad hoc basis around the world. Proficiency in a second language is desirable.
<http://ictj.org/job-type/internship>

The International Justice Project

The International Justice Project works towards the development, coordination and increased reference to international law and human rights standards as they pertain to capital punishment. Research externships are offered for 12 weeks or more in County Durham, United Kingdom. A rudimentary understanding of international law is necessary. The commencement of externships is flexible but an application is due three months prior to the externship. A small stipend may be provided.
<http://www.internationaljusticeproject.org/extern.cfm>

Judicial Watch

Judicial Watch addresses problems within the government by attacking them head-on through legal and investigative means. Judicial Watch, based in Washington DC, will tailor volunteer internships to student's interests. Applicants must be recent law graduates or current or future law students and have excellent research skills. Potential candidates can apply by emailing a resume, cover letter and short writing sample to Allison Kajs internships@judicialwatch.org.
www.judicialwatch.org

Legal Resources Centre (LRC):

The LRC is a human rights organisation in South Africa; they use the law as an instrument of justice for the vulnerable and marginalised. LRC offer internships lasting between eight weeks and six months. Anyone with more than one year of legal studies may apply with the application process occurring on a rolling basis. However, applicants are expected to submit their application at least six months before the date they want to start their internship.
<http://www.lrc.org.za/internships>

Pacific Legal Foundation

The Pacific Legal Foundation was established with the intention of promoting and defending individual and economic freedom in the courts. It is the United States' oldest public interest law firm and has four divisions across the country. The Foundation offers two-year long fellowships – based in Sacramento, California – beginning each September, for graduates wanting to expand their knowledge of constitutional law. Fellows are given the opportunity to participate in hands-on litigation and to write and publish legal articles. The position starts at a base salary of \$55 000 per annum.
www.pacificlegal.org

Transparency International UK

Transparency International is a non-governmental organization that monitors and publicises political and corporate corruption. Transparency International UK offers internships in their research and defence and security departments. The internships are open to graduates and undergraduates, last two to three months and are based in London, England.
<http://www.transparency.org.uk/get-involved/jobs-a-internships/internships/internship-research-and-projects>

War Crimes Research Office

The War Crimes Research Office, based at Washington College of Law, welcomes international students to sign up on the International Student Resource Panel. Students on the panel contribute to the research as required by the office.
www.wcl.american.edu/warcrimes/

United Nations Departments and Agencies

Office of the High Commissioner for Human Rights (OHCHR)

The High Commissioner for Human Rights is the principal human rights official for the UN. The office aims to educate and take action to empower individuals and assist States in upholding human rights. OHCHR interns are assigned to an organisational unit according to the needs of the office and their own interest. Responsibilities of interns include researching into human right issues, drafting analytical papers, field operations and fact-finding missions. The positions, in Geneva, Switzerland, last six months and begins either in July or January. Applicants are required to be fifth year or higher and must have a good command of two of the six official languages of the UN.
<http://www.ohchr.org/EN/AboutUs/Pages/InternshipProgram.aspx>

United Nations (UN)

The UN is an international organization that facilitates state cooperation in international law, economic development, and human rights, with the ultimate aim of achieving world peace. The UN and its subsidiaries offer unpaid internships to fifth years and post-graduates students in all branches. Internships are available in a range of locations and last from two to six months.
<http://social.un.org/index/Youth/UNOpportunities/Internships.aspx> <https://careers.un.org/lbw/home.aspx?viewtype=IP>

United Nations Assistance to the Khmer Rouge Trials (UNAKRT)

UNAKRT is a technical assistance project, situated in Phnom Penh, Cambodia, concerning the prosecution of the senior leaders of the Democratic Kampuchea; those most responsible

for committing crimes during the Khmer Rouge regime. The organisation offers internships in multiple offices in the tribunal, each lasting between three and six months. The positions are open on a quarterly basis and open to students who have completed at least four years of study.
http://www.unakrt-online.org/06_recruitment.htm

United Nations Development Programme (UNDP)

UNDP aims to connect people at all levels of society to build nations that can withstand crisis, and drive and sustain the kind of growth that improves quality of life for everyone.

UNDP internships are designed to give interns exposure to the workings of UNDP. Interns are given assignments, which vary depending on the interns' interests and area of expertise. The Project takes applications from Masters students who have also studied business, economics or environmental studies; proficiency in French, Spanish, Arabic, Portuguese, Russian or any Eastern European language is also an asset.
<http://www.undp.org/content/undp/en/home/operations/jobs-internships.html>

United Nations Economic and Social Commission for Asia and the Pacific (UNESCAP)

UNESCAP is a regional development arm of the UN, for the Asia-Pacific region. UNESCAP works to overcome some of the region's greatest challenges by providing technical assistance and capacity building to the member states in development-related areas. UNESCAP offers internships, in a range of divisions, designed to expose the intern to the work of UNESCAP. The positions in Bangkok, Thailand, last two to six months, during which time interns will engage in both practical work and research. Applications are open to students who have completed three or more years of study.
<http://www.unescap.org/jobs/internships/>

United Nations Human Settlement Programme (UN-HABITAT)

UN HABITAT is mandated to promote socially and environmentally sustainable towns, with the goal of providing adequate shelter for all. The UN Office in Nairobi offers internships to students in multiple areas including UN HABITAT. The purpose of the internship is to provide interns with practical experience, which complements their field of study. The internships of three to six months are open to students who have completed at least three years of study.
<http://www.unon.org/content/internship-programme>

United Nations High Commissioner for Refugees (UNHCR)

UNHCR is mandated to lead and co-ordinate international action to protect refugees and resolve refugee problems worldwide. Its primary purpose is to safeguard the rights and wellbeing of refugees. UNHCR offer internships depending on the availability of assignments and resources. The work of interns depends on the needs of UNHCR and the interests and qualifications of the intern; however it likely to be in fields such as refugee protection for legal interns. The unpaid internships of two to six months are primarily located in Geneva, Switzerland and Budapest, Hungary, but there are field offices worldwide.
<http://www.unhcr.org/pages/49c3646c49d.html>

United Nations Children's Fund (UNICEF)

UNICEF aims to help build a world where the rights of every child are realised, through advocacy and relief. They offer internships of six to 16 weeks beginning May, June and September in New York.
http://www.unicef.org/about/employ/index_internship.html

United Nations Entity for Gender Equality and the Empowerment of Women (UN Women)

UN Women was created in 2010 out of four distinct parts of the UN system, which focused on gender equality and women's empowerment. The main roles of UN Women are to help states reach certain standards of gender equality and to hold the UN accountable for its own commitments to gender equality. UN women internships are designed to give interns practical experience in the field of women related studies. Interns are given assignments, which will vary according to interests of the intern. Applications will be taken for the six week positions in New York from Masters Students.

<http://www.unifem.org/about/internships.html?>

United Nations Office of Legal Affairs (OLA)

OLA provides a unified legal service for the Secretariat and the principal and other organs of the United Nations, and contributes to the progressive development and codification of international public and trade law. Interns are normally requested to undertake tasks in connection with the ongoing projects under the supervision of a legal officer. The placements last between two and six months and are based in New York.

Applicants must be in at least the fifth year of a degree program and a working knowledge of Arabic, French, Russian or Spanish is an asset.

<http://untreaty.un.org/ola/employ.aspx>

Q&A with those who have done it

It is easy to aspire to a career in public interest law; it is harder to know how to pursue a career in public interest law. Often, a good way to learn is to ask someone who has already done the thing you wish to do and see how he or she did it.

In November 2012 a group of students interested in public interest law met in Wellington. They came up with a list of questions they would like to ask people about their careers, in order to determine how they too could pursue a public interest law-oriented career. We then approached New Zealand lawyers around the world and put these questions to them.

It is our hope that their interesting responses will give you an insight into why people chose a public interest law career and inspire you to pursue a career that you too are passionate about.

Sir David Baragwanath

President at the Special Court of Lebanon

What started your career?

I found myself in the languages, rather than science, stream. Law seemed an interesting option and I enjoyed reading about it. I had some limited legal links: a cousin of my father's; the father of a good friend who, although a conveyancer, which was never my *métier*, had a great interest in every form of history including legal history; I was interested in and now have a number of his legal biographies; my father introduced me to a judge for whom my grandfather had acted as accountant many years before; and after my first year at university arranged for my interview by the Auckland Crown Solicitor, later Sir Graham Speight. That was my last job interview until later 2007 when I was interviewed in Auckland



by video from New York by the head of legal at the UN and two presidents of international tribunals. The Speight interview led to my part-time work as a laws clerk for the next four years of my LLB after which I had two years in Oxford before returning to partnership at Meredith Connell. In 1977 I moved to the separate bar, then going to the High Court in 1995. I then had four and a half years chairing the Law Commission, with part-time judging. Thence full-time High Court before moving to the Court of Appeal. After retiring in August 2010 I spent time at Cambridge, Queen Mary University London, University of Hong Kong and the Netherlands Institute of Advanced Studies in the Humanities and Social Sciences before election as President of the Special Tribunal for Lebanon in October 2011.

What did you do en route?

My particular interest was public law, which I taught for a period part-time at Auckland University. I was fortunate to be taught by Donald Harris at Oxford as a generalist and enjoyed jurisprudence, common law, equity, conflict of laws, and coped with Roman Law (which later assumed greater importance). I travelled to the University of Virginia to study Freedom of Information.

Don had responded to a clumsy compilation of others' views on a political philosopher "But what do you think?" I later learned Montaigne had asked a similar question. Realising that was my privilege I took it seriously and found it was the essence of every case. I was fortunate to be exposed, both at Merediths and the bar, to a very wide range of cases, from *Frazer v Walker* in the Privy Council, via Erebus, Chief Ombudsman, the CA claim by the Universities of Auckland and Canterbury, much commercial law, and a decade of Maori Council litigation, taking that approach. Likewise as a judge. It led me to test accepted theory and explore whether other options did better justice: that remains my compass.

Every career has its obstacles.

I was more greatly advantaged than most: from a family where books, ideas and education mattered; fondness for sport and to some limited extent a wider perspective of issues than might otherwise have been the case; a very privileged education; great family support. I also learned that life has asperities; that they serve a tempering and maturing process; and that they also provide experience which later and unexpectedly proves advantageous.

Advice to students.

Recall that every human activity potentially entails dispute or need for the clarification law can give; and since such activity is enormously dynamic, those engaged in law must always strive to understand the facts and their context, however complex. That can take one anywhere, often well outside one's comfort zone as with Maori, Samoan and Lebanese culture; derivatives; education; et al. It's great fun.

Advice I would have liked.

I'd have liked to wake up to the vital and evolving importance of international law, private and public; have acquired more languages (both French and, perhaps surprisingly, Latin, have been invaluable in my current work: the former because we work in it (and I was interviewed in it); the latter because Roman Law provides a community to the civil law and the common law and is invaluable in devising a solution that satisfies judges from both heritages). But Don Harris's advice is the one that really matters; to which I add that each young lawyer must realise that he or she must accept responsibility both to be aware of the immense resource of legal principle, often located in the old English Reports in judgments of the great masters like Coke and Mansfield; of the identity of the legal thinkers from whom one

always learns - both scholars and such judges as Bertha Wilson and Beverley McLachlin, Bingham, Owen Dixon et al; and that each decision must get right both the facts in their true context plus the legal principle in its.

The great judges, and NZ judges have contributed greatness, lift their heads above the here and now and the past to what should and might be. It is counsel's task to lift the judge's imagination; it is often surprising what the synergy between a strong, imaginative and diligent counsel and a judge of intelligence can achieve.

Andrew Butler

Partner, Russell McVeagh

Career Outline

Andrew studied law at University College, Dublin. Upon completing his BCL he went to Canada to complete a Masters degree, with the intention of returning to Ireland to become a barrister. While writing his Masters thesis on the Canadian Charter, Andrew realised he had a passion for academic work, enjoying the freedom that research offered. This led to him rethinking his plan to return home, instead applying for a job in New Zealand. He landed a position as a lecturer at Victoria University, Wellington, and immigrated to New Zealand in January 1991 – just after the passing of the New Zealand Bill of Rights Act. At the time there wasn't much interest in it. That's because most people looked at the Bill of Rights and saw what it wasn't (it wasn't the supreme law bill of rights that had been proposed) whereas Andrew – not having been here during the debates on it – looked at the Bill of Rights and saw what it was: a powerful legislative statement of rights that offered strong protection against the executive if the courts could be persuaded to breathe life into it.

Along with Antony Shaw, a barrister and fellow Victoria University lecturer, Andrew worked on a number of big Bill of Rights test cases, including *Ministry of Transport v Noort* and *AG v Simpson (Baigent's Case)*.

He was admitted to the New Zealand Bar in 1994. In late 1994 Andrew took a break from lecturing and went to study at the European University Institute in Florence where he completed his PhD in Human Rights. Three years later he returned to New Zealand and resumed teaching at Victoria University. Then, in 1999 he took an 18-month secondment from teaching and began working in the Crown Law Office's Human Rights team.

The 18-month period morphed into a six-year term working as a Crown Counsel, before Andrew accepted a job with Russell McVeagh in 2005. He is now a partner in the firm, working in the area of General Litigation and Public Law and Policy.

What started your career journey? Was it a personal spark, or did a specific situation or opportunity present itself to you?

Andrew explains that it was not a spark, nor a situation or opportunity that led him to a career in law, but a process

of elimination! He had considered studying business and becoming a chartered accountant, having worked in his uncle's firm. However, from his very first law lecture – a property law class on the law of finders (!) – he was hooked and realised he loved the law.

What did you do to get to the position you are in today; did you take any unconventional paths?

Andrew claims he never followed a career path that was set at the outset, but rather found himself in situations or fell into things. That is not to say he did not plan ahead – having completed his Masters he knew he would also like to complete a PhD and thus pursued this option – just simply that at times his career took unanticipated changes. So while his time in Canada was intended to be a year away from Ireland, by the end of it he had discovered an interest in academia, abandoned the previous plan of seeking admission to the Irish bar, and ended up taking a lectureship at Vic. He also knew he wanted to do advocacy work and thus worked to be admitted to the bar – but how his wish to do advocacy would be fulfilled was happenstance – a job advert he saw one day in the Dominion Post for a Crown Counsel position in the Human Rights Team at Crown Law.

Were there any obstacles or things you had to overcome on your way?

Andrew does not feel he has had any truly significant obstacles to overcome. He did have to sit additional exams to use his Irish qualifications in New Zealand, but he says this was good and not a hardship and an appropriate way to come up to speed with some of the unique features of core New Zealand law (eg ACC, the contract statutes, etc).

What advice would you give to law students looking for a public interest career that would not commonly be given?

Andrew stresses the most important advice, especially for law graduates, is to remember the huge diversity of things you can do, roles you can play, goals you can pursue and change you can make and that it does not have to happen in one go. Law can be a career, but it does not have to take place in one place, or at one time.

He also advises that students plan, even if they don't follow through with the plan. He explains sitting and making a plan helps to reinforce and to review what you are doing and why you are doing it – this is a valuable exercise in deciding whether to continue with a course of action, or move on to something else you want to achieve or experience.

Finally, he notes that lots of law is absorption – students should take the time to "absorb". As they said in Roman times "Festina lente"! Hurry slowly!

Looking back, to when you were at university, what advice would you give yourself/do you wish you had been given?

Not much. He loved his university time. For where his career has ended up it might have been a good idea to have gotten down to the law courts a bit more often to see advocacy in action: but then again Guinness on tap wasn't available at the Courts but it was at the Student Union Bar, so...!



Rachel Brooking

Solicitor at Anderson Lloyd

What started your career journey? Was there something that sparked for you, a particular situation you found yourself in, or an opportunity you were given?

I studied ecology and law and was also involved in student politics so from the outset was interested in both environmental law and the wider political context. At the end of my 6th form year I was talking with one of my father's American colleagues who was a historian who also had a law degree. She suggested that I do both science and law to end up as an environmental lawyer and this is what I did.



What did you do to get to the position you are in today? Did you get to this position as a result of taking an unconventional path?

My current position is a fairly conventional one i.e. I am working for a law firm specialising in resource management, local government and related policy development. I have been in my current role at Anderson Lloyd since leaving the PCE with a number of breaks for maternity leave and overseas travel. My current job includes: consenting / designations / plan change projects under the RMA and Conservation Act; defending Council decisions under the RMA; advising Local Government on governance; and advising cross-sector clients on legislative change. It's all very interesting thanks to the client mix and my colleagues.

What advice would you give to students interested in following a similar career that would not commonly be given?

To not forget about the smaller agencies and NGOs when job hunting. If considering firms then investigate the client base to see if it aligns with your interests and also investigate whether there is a partner or team (however big) doing the type of work you are interested in. Often lawyers with really interesting work are not in the biggest firms.

Looking back is there any advice that you would have liked someone to give to you as a law student?

To engage with all the training opportunities (like the moot competitions) where professionals give their time and feedback for free – this is difficult to obtain once out of University. I would also say to do what I did and get involved in the student community, as the OUSA President I gained significant governance experience as Chair of the Student Executive and as a member of the University Council; human and financial management experience at a very young age; substantial public speaking experience; and an understanding of Parliamentary processes including written and oral submissions to a select committee and endless representations to MPs and Ministers. Normally opportunities for these types of experiences do not come until you are at least five years into a career.

Sally Gepp

Solicitor for Forest and Bird

Career Outline:

Sally went to the University of Otago and graduated with an LLB and BSc in chemistry in 2002.

After graduating she worked Russell McVeagh in litigation, where she stayed for two and a half years before heading over to London to work for a small firm in Covent Garden where she primarily worked in construction litigation.



In 2008 Sally went on maternity leave and also returned to New Zealand. At that time, she decided to change the direction in her legal career and felt this was a good opportunity to do so. Planning and environmental law were areas she had always been interested in and she decided to take a part time position at Duncan Cotterill in their resource management team. A relatively short time into her career at Duncan Cotterill, an opportunity came up to work for the Royal Forest and Bird Protection Society for a year. Eight months in, she decided that she had found her passion, and luckily Forest & Bird were keen to keep her on permanently.

At Forest and Bird Sally is primarily involved in Environment Court appeals of resource consents and resource management planning provisions and public law litigation (High Court judicial review applications). She also advises Forest & Bird's field officers on legal questions that come up in the course of their work, which includes appearing before Council hearings and submitting on Department of Conservation concession applications, and is involved in drafting Forest & Bird's submissions on legislative changes affecting the environment.

Were there any obstacles or things to you had to overcome on your way?

The main obstacle Sally faced was lacking confidence, especially when appearing in Court against other highly experienced lawyers. She believes the only solution to this is to take every chance that comes along, and to look for opportunities to learn from others through mentoring or even just by watching others. Initially Sally was worried that to be an environmental lawyer for Forest & Bird she would be expected to be an expert in the environmental issues confronting New Zealand. However, she soon found that there are others at Forest & Bird who have that job, and her role is to know the law surrounding those issues. This is probably the same in most areas of public interest law.

What advice would you give to law students and lawyers looking to get into a career in public interest law?

Sally emphasises the importance of the research and writing skills you learn at university. These skills are transferable to any form of legal work and this makes them invaluable later in your career.

A second point is that you don't have to launch straight into the public interest arena. Anywhere where you are getting good supervision and legal experience is a good place to start- be

it a commercial law firm, community law centre, government department or anywhere else. There is nothing like learning from others to develop your legal skills and your confidence. Also, grab any opportunity that comes along: volunteer at a community law centre or for an NGO, get onto the Court's duty solicitor roster, help your neighbour with a driveway dispute. You never know when the experience you gain may come in handy.

Sally believes that being part of a profession means every lawyer should be able to do a bit of (nearly) everything if called upon. Often young lawyers, and she cites herself as an example, are reluctant to do any work not referred to them by their supervising partner, and are reluctant to answer legal questions outside their area of expertise. She believes that it is fine to specialize, but that it is important that in doing so you maintain some knowledge of broader areas of the law that affect people on a day to day basis. Confidence is a big part of this, as is the basics you learn in your first few years at University: contract, torts and statutory interpretation.

Kris Gledhill

Lecturer, University of Auckland

What started your career journey? Was there something that sparked for you, a particular situation you found yourself in, or an opportunity you were given?

Hackneyed stories are sometime true: it was actually a tv series called 'Justice', which featured a female barrister fighting a difficult case each week, that I used to watch in my northern English home-town of Halifax. I was aged 9 or 10 at the time. That set me on the road to being an advocate. I was in the lucky position of growing up when university was free, so I could progress from a minor industrial town to the legal profession.



What did you do to get to the position you are in today? Did you get to this position as a result of taking an unconventional path?

Not really unconventional, but not planned: rather a matter of taking opportunities. So I managed to get a scholarship to do an LLM in the USA in 1984, then qualified there and practiced in commercial and tax planning (aka tax evasion) in the USA and then in London. I then qualified in London, started doing criminal defence work, then moved into mental health and prison law. The move to New Zealand in 2006 was initially to have a break and do a PhD, but I soon decided that I wanted to stay here and it was much easier to get immigration points as an academic (and Auckland had gaps in areas that I was interested to teach).

Did you have to overcome any obstacles to get to where you are?

I tend to ignore obstacles.

What advice would you give to students interested in following a similar career that would not commonly be given?

Some people need to have a plan to work to; I'm more of a fan of just taking opportunities as they arise. That has worked for me. The thing to be aware of is that if you have a commitment to social justice, there are many ways to help to promote it: you can work in commercial firms and carry out pro bono work or serve on a charity board, you can work as a lawyer for a social justice organisation, you can work in policy. So the important thing is to remember that you can do good things in just about any career.

Looking back is there any advice that you would have liked someone to give to you as a law student?

As with obstacles, I tend to ignore advice. So feel free to ignore everything I have said! But if you are the sort of person who makes decisions based on advice, hopefully this will help.

Susan Lamb

Assistant Judicial Coordinator to the UN assistance to ECCC

What did you do to get to the position you are in today? Did you get to this position as a result of taking an unconventional path?

The job that led me to a career in international criminal law stemmed from an internship I did with the ICTY, which was in turn something I sought in order to learn more about the ad hoc tribunals for Yugoslavia and Rwanda as part of my PhD research. From there, one thing led to the next. The key is not to try to replicate someone else's career (someone doing exactly the same thing as I did 15 years back would nowadays likely not achieve the same outcome, as the profession has since changed significantly recognition). Instead, find what you love and be utterly single-minded in learning whatever you can about it. Volunteer, if necessary and if your circumstances allow.



Did you have to overcome any obstacles to get to where you are?

Yes, a) lack of financial means, b) a highly competitive and nebulous profession, with few defined in-roads and c) one with a very poorly-defined career path. I overcome these by a) being somewhat financially irresponsible (e.g. by funding my unpaid internship in part by a credit card - not recommended!) b) I found myself some good mentors, and also it must be said, had a lot of luck on my side, and c) learning to live with high amounts of career uncertainty and accepting this as the flip-side of a slightly unconventional career choice.

What advice would you give to students interested in following a similar career that would not commonly be given?

Find what you love and what you are good at and pursue that. Chances are, you'll excel at that area in ways you never will when tackling something half-heartedly. It's about seizing

whatever opportunities are given to you, and to creating a few of your own if necessary. Be decisive and don't obsess endlessly about which path to take - you will never have perfect information and so rely on your instincts. If you view everything you tackle as a learning opportunity, there's in any case virtually no such thing as a mistake.

Looking back is there any advice that you would have liked someone to give to you as a law student?

Don't worry so much about the future. Ask yourself whether anything you are worrying about now will still matter in 5 years time and you'll realize how much we needlessly worry. And don't get too hung up about conventional career paths. I spent about 2 years in my late 20s on short-term contracts that seemed at the time to lead nowhere but which enabled me to live in Bosnia and Italy. In 20 years time, chances are you'll be employed somewhere, and you will not be worried about stability (financial or otherwise) but you will look back on these sorts of experiences and realize how privileged you were to have had them. That said, don't leave qualification as a barrister and solicitor too late - get qualified and get it out of the way. This definitely does not get easier to do the longer you leave it.

Claire Mahon

International Human Rights Law Consultant

Career Outline

Claire dates her career back to her teenage years when she started an Amnesty International group at her high school. At university she did not start out doing law but was drawn to it because she saw it as a career where she could follow her passion for social justice. At law school she specialized in human rights and public international law, her marks were varied, succeeding in subjects that interested her.



After law school, Claire worked at a corporate law firm, Corrs Chambers Westgarth. She attributes this to the advice of professors and because there were no other options of interest, which she knew of. Her corporate career lasted three and a half years and she worked in mergers and acquisitions. She found corporate law intellectually stimulating and in hindsight sees it as an important period of development in that it taught her how to be a good lawyer. It also gave her the opportunity to work pro bono, became an active member in the law institute in her state in Australia and continue to work for Amnesty International.

Despite working full time Claire continued to spend much of her spare time doing work on human rights issues. On holidays she would fly to Canberra to appear as a witness before Senate inquiries to testify about human rights implications of legislation, which was going to be put before government and publicise human rights issues. It got to the point where her reputation for human rights work exceeded her reputation for work in mergers and acquisitions. She won an award for her contributions in human rights and saw this as a signal that it was time to make the move into the human rights sector.

She then applied for an unpaid six month internship at Amnesty International in Geneva, which was highly competitive and she got it. She only had enough money to last for 3 months, not six. Despite this she saw her move to Geneva as a permanent one. Luckily, her boss left and she was offered a contract to take that position just as her money was running out. However, without the hard work she had put in she would not have been in the position to take the job.

Claire always knew she wanted to do a masters degree and after working at Amnesty International for a year she applied and received a scholarship at the Graduate Institute of International and Development Studies in Geneva. This was lasted for about three weeks full time before the international commission of jurists convinced her to take a part time position with them, while doing her masters as well as later taking up a teaching position. Since then on she has worked for NGOs and as an academic as well and has not stopped working since.

Claire now has her own consultancy firm, Te Atawhai Nation, where she hires other consultants and interns to do work on projects for the UN and other NGOs and national human rights institutions. She attributes much of her success to putting herself in the right place at the right time through hard work and pure determination.

What started your career journey? Was it a personal spark, or did a specific situation or opportunity present itself to you?

Claire sees her career as evolutionary rather than revolutionary, starting from when she was in high school. With anybody's career there are points where doors open, for her there were many of these because she made these happen through her pro bono work. But, it takes courage to get through those doors. She strongly feels that many of her peers could be in the position she did. What made the difference is that every time one of those doors open she said yes and made time for it.

One moment she sees as defining was a three month intensive programme in Geneva, offered by her law school, where she studied international organisations. In Geneva she met people who were doing exactly the kind of thing she wanted to do and was exposed to jobs and organisations she was previously unaware of. Claire took a postcard from Geneva back to her corporate job and used it as motivation.

Were there any obstacles or things to had to overcome on your way?

When Claire first moved from the corporate sector and was an unpaid intern there were massive financial obstacles. Prior to travelling to Geneva, awareness was an issue. She knew exactly what she wanted to do but did not know of positions, which would cater for her passions. The reason she only applied for the Amnesty International position in Geneva was because that was really the only thing she knew about. She sees physical isolation as an obstacle for New Zealanders and Australia. However, there are many antipodeans who work in that sector who would be more than happy to give a helping hand, so they don't need to go through the obstacles she did.

What advice would you give to law students looking for a public interest career that would not commonly be given?

The common advice is follow your passion. Claire strongly

believes that if you are passionate about something and pursue that passion, then it is likely that you will succeed. She emphasises that even if do not get the best mark in a paper, if it's something you enjoy there is nothing stopping you from pursuing it further.

A common misconception about the human rights law sector is that it's poorly paid. A career in the Pacific Islands does not mean foregoing financial success. There are many positions in Pacific Island law out there where you can command and expect a well-paid salary. She feels that this myth needs to be dispelled.

Looking back, to when you were at university, what advice would you give yourself/ do you wish you had been given?

Don't take law school too seriously. Claire has never been asked for her transcript, except when applying for her masters, and to work as an academic. Often at law school students feel like every decision they make puts them at a cross roads and you can only take one path.

Contrary to this idea, every person she knows who is working in public interest law has reached where they are in a different way. As long as you don't burn your bridges, you can go back to them. On paper her career path looks quite organic, but it definitely has not been. You can agonise over decisions but a year down the line it often matters little, and 10 years later, it's ancient history.

A prevalent issue for students looking to go into public interest law is needing experience for an opportunity but being unable to get that experience. Claire's advice on this is to give anything a go, volunteer or find an opportunity within the law faculty. You can show you have experience by framing what you have done in positive way to employers. Claire thinks New Zealanders need to work. She feels we tend to view work outside of law school as extracurricular, rather than focusing on the transferable skills you gain, which may be attractive to employers. Just because you have not been for the work does not mean you don't have experience.

One of the things she often sees in applications is students stating what a wonderful opportunity a job or internship is. The internship or job she is offering is not a competition for who has the most enthusiasm. Claire and often other employers know what a great opportunity they are offering. What they want to know is what skill sets they are offering. When asked about this most students or interns, say they don't know what skills they can offer because they have no relevant work experience and they use enthusiasm as a substitute. She disagrees, most students are involved in extracurricular activities and those are giving you transferable skill set. The more you learn to promote those skills, the better chance you have of getting round that experience (or lack of) cycle.

Alice Revell

Ministry of Foreign Affairs and Trade

Career Outline

Alice began her studies at Victoria University, completing a BA in French there, before moving to Otago to finish her LLB. In her final year of study at Otago she applied for a job with the Ministry of Foreign Affairs and Trade. She got a job with the organisation in the Antarctic Policy Unit and has worked for MFAT ever since. In 2006, Alice took a position with DFAT in Canberra providing her with valuable experience in working in a larger foreign service. On her return to New Zealand Alice began to work for the legal division of MFAT. Her work mainly focused on the law of the sea and fisheries and led to her being part of New Zealand's Continental Shelf Submission, travelling to New York to make a submission before the UN.

In 2009 Alice moved to New York to work as the legal advisor at New Zealand's Permanent Mission to the United Nations. She has recently returned from this posting and continues to work for MFAT. Alice is now working on a submission regarding the trade of endangered species.

What started your career journey? Was it a personal spark, or did a specific situation or opportunity present itself to you?

Alice, like many law students, chose law because and it sounded like a good idea and she liked words! However, after beginning her legal studies, she found that with no reason to find law interesting it was very difficult to enjoy. As a result she decided to stop studying for her LLB and focus on her BA in French.

In the 1990s Alice became involved in the student movements around Wellington. She enjoyed campaigning to achieve better things and realised the skills she possessed could be both useful and relevant. The combination of her newly discovered passion and skills led to Alice joining the Victoria University Students Association in 1998. The following year she was elected to Welfare Vice President, a role she describes as the best job she has ever had!

The role of Welfare Vice President enabled Alice to gain practical knowledge of the difficulties facing students – she was behind the country's first student food bank. As she put this knowledge to political use, lobbying and making submissions, Alice began to gain an appreciation of the role of law in society; she realised that law can be used as an instrument to achieve social justice. With this new perspective Alice moved to Dunedin in 2000 to complete her LLB.

What did you do to get to the position you are in today; did you take any unconventional paths?

Alice has remained working for MFAT ever since she received a job at the end of fifth year – this, she claims is unconventional in the twenty-first century! She also credits her role of Welfare Vice President, while studying at Victoria as being a huge reason for her being in the position she is in today.

Were there any obstacles or things to had to overcome on your way?

A big obstacle at the start of Alice's university career was not having enough of a sense of purpose. She acknowledges that this is probably a common obstacle among students, but

stresses that they should not be concerned about not knowing what they want to do. In fact, she claims, no one truly knows what they want to “do” and as people mature and change, even those with set ambitions may change their mind.

What advice would you give to law students looking for a public interest career that would not commonly be given?

Alice stresses that it is important to be in touch with the reality of people's lives. She recommends that even students with corporate law ambitions should spend time volunteering at Community Law Centres to get an appreciation of the idea that people can benefit from legal help.

However, the biggest recommendation for law students is that they get a job and experience working for money – regardless of what they do. The main thing is to start doing something, ideally that you have some passion for. After all, she explains, it is difficult to be good at a job if you have never worked and you never know what opportunities may present themselves to you. Alice also recommends students try a range of papers to push themselves outside of their comfort zone and try something different; don't limit yourself to papers, look outside that which you would normally do and challenge yourself to think outside your own box. You may discover a new found passion, or learn more about the style of legal practise that works for you, if not the subject matter: for example students who enjoy Property law may be drawn to the analytical, whereas those who enjoy Criminal law may be drawn to litigation work.

Finally she recommends that regardless of what you choose to do, you should put your heart and soul into it.

Looking back, to when you were at university, what advice would you give yourself/ do you wish you had been given?

Alice wishes someone had told her not to worry so much: you can't control everything and as long as you put your heart and soul into what you're doing things tend to work out. There are always more opportunities around the corner!

Nicola Toki

Conservation Advocate for Forest and Bird

What started your career journey? Was it a personal spark, or did a specific situation or opportunity present itself to you?

I had the privilege of growing up in a range of beautiful places which spurred my love for New Zealand's wildlife. Beginning with forays into the native bush block up the back of my Nana's farm in the Catlins, to spending part of my childhood in Mount Cook National Park and the surrounding Mackenzie Country, the significance of our natural world became a big part of who I am.

When I started at Otago University I wanted to study zoology. I took law because I needed an extra 12 points to fill up my first year of my Bachelor of Science, and I was good at English, had been on the high-school debating team and my parents

pointed out that I was 'really good at arguing', so I should give it a crack. I did, and I found I loved it. I studied as much environmental law as I could to complement my interest in conservation and ecology in my science degree.

What did you do to get to the position you are in today; did you take any unconventional paths?

After graduating, I worked in tourism before landing a job for the Department of Conservation, working in media and public awareness. I found that my background in science/ecology as well as law helped immensely when dealing with any number of topics; from pest control to commercial use of conservation land. I also found skills in negotiation useful when dealing with tricky journalists!

While working as a senior media advisor for DOC in Wellington, I fell into a role researching, writing and presenting over 200 episodes of a little wildlife show with TVNZ and DOC called “Meet the Locals”. Filming the show took us to some of the most amazing parts of New Zealand to produce stories about our amazing wildlife, wild places and the people who love to protect them. We went snorkeling in the Poor Knights Marine Reserve with local school kids, filmed sea lions in Otago and saw kakapo chicks on Codfish Island. The Meet the Locals experience took three years, and the crew and I lived out of a suitcase for much of that time. It was extremely busy, with long hours, but I reckon I had the best OE right here in New Zealand!

When I worked for the Royal Forest & Bird Protection Society as a conservation advocate, having a background in law while campaigning on the conservation issues, particularly those we were engaged in legal processes with, was extremely helpful. Currently I work for the Animal Health Board in pest control education and advocacy. The AHB is a farming organisation with the goal of eradicating bovine tuberculosis, but since possums carry and transmit TB, much of the work is about killing introduced pests, which has major benefits for our native wildlife. It's more of the same work, but from a different perspective and I enjoy it.

Were there any obstacles or things you had to overcome on your way?

Getting from zoology field trips (usually in streams or mud somewhere!) to law classes in my Honours year of my BSc was hard work! (Gumboots are usually not considered law school attire).

The major obstacles were probably just around funding my study over six years. I had a whopping student loan (which I will hopefully pay off soon), and I worked part-time jobs (Macdonald's, Farmers, Kathmandu, the cinema) the whole time I was studying.

Sometimes being in the public eye and sticking up for something you believe in can make you a target. I've been subject to a variety of criticism since having a profile as an advocate for conservation. The thing that bugs me the most is that if you stick up for nature in New Zealand, you sometimes get labeled a 'tree hugging greenie' or 'anti progress'. I find that kind of label extremely unhelpful and inaccurate. It's perfectly OK to be a concerned New Zealander who loves our native wildlife and wild places and wants to protect these things (doing so has huge economic benefits too). I don't wear a hemp suit and I do shave my armpits! Those types of stereotypes are designed to discourage other New Zealanders who might feel



the same way about conservation but are too afraid to be seen as a 'greenie'.

What advice would you give to law students looking for a public interest career that would not commonly be given?

Don't let anybody tell you that if you study an unusual combination of subjects (in my case Zoology and Law) you'll 'never get a job' and that you should study commerce/politics instead. I have found both disciplines that I studied to be extremely useful in my role as an advocate for nature in New Zealand and they often complement each other really well.

Looking back, to when you were at university, what advice would you give yourself/ do you wish you had been given? Yes, to keep up with my readings, and not just leave it all until the end of the year!

I wish that there had been more focus on other roles and careers you can have with law, not just getting a summer clerking job and going to work for a big law firm. I have had a really varied and fascinating career, never worked for a law firm and loved every minute of my career so far.

Saeeda Verrall

Appellant Lawyer in the Office of the Prosecutor for the ICTY

Career journey to date:

Saeeda graduated from the University of Otago in 2004 with an LLB/BA in Psychology.

She then moved to Auckland, where she worked as a clerk in the High Court for two years. At the completion of her clerkship, in 2007, Saeeda moved to Wellington where she began working for the Crown Prosecutor.

However, when she took the job in Wellington, Saeeda was already aware she wanted to undertake further study and had begun looking at Masters programs in the USA and the UK. In August 2007 she moved to Massachusetts to pursue Masters study at Harvard Law School.

While she was studying abroad Saeeda applied for internships with the UN. Consequently, after completing her degree, she spent 4 months working in the Extraordinary Chambers in the Courts of Cambodia (also known as the Khmer Rouge Tribunal). Following her internship in Cambodia Saeeda and her now-husband visited Nepal, where they had friends involved in charitable projects in Kathmandu. The couple wanted to do something to help, leading to the 2010 creation of the US-based, volunteer NGO The Himalayan Community Project, upon which Saeeda sits on the Board of Directors.

Saeeda moved back to New Zealand in 2009 and returned to the Crown Prosecutor. Then, in 2010 Saeeda moved to The Hague, in the Netherlands, to take her current position as an appellant lawyer in the Office of the Prosecutor for the International Criminal Tribunal for the former Yugoslavia.



Personal spark and opportunity

Saeeda feels that it is important for law students to find what motivates them and then find a way to align this passion with their skills.

Saeeda knew before she even began her legal studies that she wanted a career that incorporated Human Rights and Justice. She feels this drive or 'spark' came, in part, from her Maldivian heritage: she grew up having discussions with her Maldivian cousins about the country's democratic reform and watched as one cousin in particular endured hardship and was imprisoned for his role in the changes. Later, as a clerk in the Auckland High Court, she discovered the "excitement" of the criminal justice process. Litigation was a natural progression as way to connect her skills with her passions.

However, despite her personal drive and motivation, Saeeda feels it was the internship she took in Cambodia that provided her with the greatest opportunity to get to where she is today. She describes the internship as a 'foot in the door' as it was a way that she was able to show commitment to the cause and a true interest in the subject area – especially because the position was unpaid and self-funded.

How Saeeda got to the ICTY

Saeeda stresses that while the road she took to her current position may appear to be a natural progression this was not the case. Rather, each step was an undertaking in itself which, when combined, gave her three crucial building blocks to enter the field of international criminal law.

The first of these three "building blocks" were her jobs in domestic criminal law. These taught her the basics of criminal law in practise and gave her a crucial foundation to later build upon.

The second "building block" was her Masters study at Harvard as it gave her a specialised understanding in the area. It was also important, as she explains, because a Masters qualification is an unwritten requirement for an entry-level job at the UN.

The third "building block" was her internship in Cambodia, which put her foot in the door and showed her enthusiasm and commitment, as well as providing more experience. It is because of these things combined – Saeeda claims – that she got to her current position.

Obstacles or things Saeeda had to overcome

Saeeda was determined to have a qualification that would enable her to "compete with the world". While she admits that an Otago LLB is recognised internationally, she knew that she needed to study in either the USA or the UK to gain a competitive edge.

Undertaking Masters study overseas requires foresight and planning – Saeeda recommends that students think about their studies at least a year in advance. She is also aware that money is a significant obstacle for graduate study overseas and undertaking unpaid internships. Saeeda encourages students to overcome the embarrassment of asking people for money to be able to utilize the funds that are available. Furthermore, she recommends asking everyone and applying to as many places as possible.

Saeeda's advice for Law Students

Saeeda has two pieces of advice to law students: first "don't be afraid to ask for help" and secondly to remember that networking is not a cynical concept.

Saeeda maintains that sometimes you need to step out and ask questions. She advises students not to be afraid of taking advantage of their contacts or the strong network within the New Zealand legal community and encourages students to seek out those they admire and ask how they did it.

Finally, Saeeda wishes that someone had encouraged her to use her summers wisely. She explains this point with the example of the summer clerkship she did in a corporate firm at the end of her third year. While she freely admits it was a fantastic opportunity, even then she knew it was not where her passion lay—she lacked the imagination and willingness to take a risk and do something different.

She wishes that she had been aware of the opportunities that were available for law students outside of the corporate firms and encourages students to seek out these positions, if that is what they are passionate about. "I think you have to be brave in taking a step that's different"

This handbook is the result of a combined effort from students in Law For Change Dunedin. Law For Change would like to acknowledge and thank the following people who have made the completion of this handbook possible.

Louis Chambers, Max Harris and Matt Smith for providing the inspiration for the project. The members of Law For Change Dunedin who helped with the initial research: Josh Pemberton, Matt Dodd, Flossie Van Dyke and Stephen Sullivan. Also, the attendees of the Summit for Community Justice especially Nathalie Harrington, Saiya Gao, Andrew Hong and Thomas Smedley for helping to develop the project and provide more information.

We also extend our thanks to all the organisations that allowed us to include them in our handbook and the people who generously gave up their time to be interviewed.

Finally, the University of Otago Law Faculty staff who provided us with help and support to the project – Mark Heneghan, Marcelo Rodriguez Ferrere, Nicola Peart, Paul Roth and Nicola Wheen.

We have provided you with information about your career options that we hope is useful and will inspire you to do good with your skills. But, how you choose to use this information is your choice. We cannot take responsibility for your choices. All the information provided was, to our knowledge, accurate at the time of publication (11/3/2013) and we do not take responsibility for any errors. If we have made any errors or wrongly included any organisation we will remove it.

We hope that this document will be a valuable tool to your legal journey.

Alice and Hugo

"Striving for social justice is the most valuable thing you can do in life"
Albert Einstein